

FISCAL YEAR 2021 MEMBER PROFILE

As of June 30, 2021
MSEP | MSEP 2000 | MSEP 2011



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Except for the summary information on pages 12-15, the Fiscal Year 2021 MOSERS Member Profile Summary does not include data on employees of colleges & universities, local payroll agencies, legislators, statewide elected officials, judges, administrative law judges & legal advisors, University of MO rehab members, or members of the MoDOT & Patrol Employees' Retirement System (MPERS). This report is intended to give users an understanding of average state employees working at or retired from active service from the agencies listed (i.e. HB 5/SAM II agencies).

OVERVIEW

FY21 Active Members

As of June 30, 2021

Department Name	FY21 Count	Entry Age	Current Age	Average		
				Salary	Years of Service	Eligible to Retire FY21
Agriculture	326	31.95	43.04	\$45,591	10.65	50
Commerce & Insurance	671	30.72	46.44	\$59,008	13.75	108
Conservation	1,268	30.63	45.08	\$47,328	14.47	222
Corrections	8,273	33.14	44.94	\$44,089	10.82	791
Economic Development	234	33.91	45.65	\$54,736	10.55	24
Elem. & Sec. Education	1,567	35.12	47.10	\$39,941	10.66	203
Health	1,651	33.71	46.98	\$46,336	11.66	207
Higher Education	322	36.63	48.94	\$42,589	10.67	49
Judiciary	2,715	35.22	47.24	\$36,614	11.01	420
Labor & Ind. Relations	567	34.08	48.71	\$48,442	12.52	93
Legislature	373	29.01	42.75	\$54,899	11.58	62
Mental Health	5,451	33.56	44.81	\$47,227	9.76	562
Natural Resources	1,321	32.36	45.22	\$46,459	12.27	213
Office of Administration	1,638	32.67	47.44	\$51,754	13.73	292
Public Safety	2,059	35.81	45.50	\$42,381	8.16	189
Revenue	1,153	31.20	42.27	\$37,829	10.10	133
Social Services	5,846	33.07	45.13	\$38,776	10.95	660
State Public Defender	596	32.50	43.03	\$55,347	9.19	61
TOTALS	36,031	33.36	45.44	\$44,026	10.92	4,339*

*Includes all members eligible for normal retirement as of 6-30-2021; several of whom were previously eligible.

**Does not include General Assembly Members

Source: IT Report Active by Dept (SAMII no Hyw) & ACTELGAXLS

See page 7 for the percentage of workforce eligible to retire within 5 years.

Average					
Department Name	FY21 Count	Average Retirement Age	Average Years of Service	Average FAP* Annualized	Average Annual Benefit
Agriculture	10	64.94	25.78	\$43,446	\$20,178
Commerce & Insurance	23	63.52	23.63	\$58,943	\$28,097
Conservation	60	60.08	28.57	\$49,600	\$27,030
Corrections	394	61.10	21.84	\$38,885	\$16,739
Economic Development	17	64.28	22.37	\$45,026	\$16,939
Elem. & Sec. Education	86	61.57	22.60	\$38,806	\$17,346
Health	66	62.24	21.88	\$50,084	\$19,957
Higher Education	9	59.52	20.61	\$46,843	\$19,033
Judiciary	105	62.82	23.79	\$39,031	\$18,106
Labor & Ind. Relations	20	63.83	22.05	\$46,453	\$19,904
Legislature	19	62.30	25.65	\$55,903	\$28,159
Mental Health	208	61.20	23.27	\$49,643	\$22,211
Natural Resources	41	62.57	25.02	\$47,489	\$22,423
Office of Administration	80	60.08	25.10	\$48,854	\$25,488
Public Safety	73	62.30	19.47	\$43,077	\$15,962
Revenue	34	59.67	26.24	\$37,561	\$20,240
Social Services	212	60.73	24.27	\$38,243	\$19,088
State Public Defender	11	62.66	30.67	\$73,001	\$43,395
TOTALS	1,468	61.39	23.28	\$43,269	\$19,839*

**This is the average of all new retirees' final average pay (FAP). FAP is defined as the average of the employee's highest 36 full consecutive months of compensation. It is one part of the three-part formula used for calculating retirement benefits: FAP x Multiplier x Credited Service = Monthly Benefit.*

Source: IT Report New Retired From Active (SAMII)

	FY17		FY19		FY21	
Department Name	Count	Average Entry Age	Count	Average Entry Age	Count	Average Entry Age
Agriculture	45	33.98	35	33.29	43	33.23
Commerce & Insurance	29	36.17	23	37.22	23	37.70
Conservation	100	29.71	92	32.37	72	34.29
Corrections	1,405	30.53	1,902	32.12	1,229	31.94
Economic Development	71	39.53	75	37.92	36	35.08
Elem. & Sec. Education	191	38.41	195	37.44	169	35.24
Health	149	37.31	121	38.15	126	38.14
Higher Education	4	31.73	6	32.49	51	41.06
Judiciary	360	35.95	350	37.44	390	35.81
Labor & Ind. Relations	39	40.49	40	37.73	57	41.19
Legislature	35	30.95	62	29.31	30	26.75
Mental Health	1,173	32.12	1,261	32.35	864	31.70
Natural Resources	102	35.08	137	35.25	89	32.94
Office of Administration	102	37.14	128	36.33	74	35.36
Public Safety	876	32.95	667	32.90	436	35.18
Revenue	198	30.46	174	31.55	166	32.55
Social Services	842	33.98	865	35.32	618	34.07
State Public Defender	96	33.43	70	34.08	74	33.93
TOTALS	5,817	32.94	6,203	33.55	4,547	33.54

Source: IT Report New Hires (SAMII)

Department Name	FY17		FY19		FY21	
	Count	Average Years of Service	Count	Average Years of Service	Count	Average Years of Service
Agriculture	335	11.27	338	11.03	326	10.65
Commerce & Insurance	506	12.08	499	12.68	671	13.75
Conservation	1,391	13.94	1,365	14.02	1,268	14.47
Corrections	10,517	10.37	9,848	10.13	8,273	10.82
Economic Development	784	12.35	766	11.98	234	10.55
Elementary & Secondary Education	1,690	10.90	1,666	10.78	1,567	10.66
Health	1,718	11.50	1,691	11.57	1,651	11.66
Higher Education	52	13.84	51	12.95	322	10.67
Judiciary	2,811	11.72	2,770	11.20	2,715	11.01
Labor & Industrial Relations	627	12.96	589	12.84	567	12.52
Legislature	377	12.27	366	11.56	373	11.58
Mental Health	6,430	9.62	6,143	9.50	5,451	9.76
Natural Resources	1,387	12.56	1,342	12.29	1,321	12.27
Office of Administration	1,742	13.88	1,733	13.57	1,638	13.73
Public Safety	2,388	7.56	2,321	7.69	2,059	8.16
Revenue	1,257	10.73	1,225	10.30	1,153	10.10
Social Services	6,553	10.91	6,296	10.73	5,846	10.95
State Public Defender	567	8.95	591	9.10	596	9.19
TOTALS	41,132	10.80	39,600	10.63	36,031	10.92

See page 9 for details regarding average service for new retirees (23.28 years).

Source: IT Report Active by Dept (SAMII no Hwy)

Department Name	FY17		FY19		FY21	
	Count	Average Salary	Count	Average Salary	Count	Average Salary
Agriculture	335	\$42,703	338	\$43,477	326	\$45,591
Commerce & Insurance	506	\$53,203	499	\$54,751	671	\$59,008
Conservation	1,391	\$44,472	1,365	\$45,213	1,268	\$47,328
Corrections	10,517	\$34,037	9,848	\$36,923	8,273	\$44,089
Economic Development	784	\$46,854	766	\$47,584	234	\$54,736
Elementary & Secondary Education	1,690	\$36,207	1,666	\$37,115	1,567	\$39,941
Health	1,718	\$41,740	1,691	\$42,857	1,651	\$46,336
Higher Education	52	\$48,227	51	\$51,848	322	\$42,589
Judiciary	2,811	\$34,645	2,770	\$35,296	2,715	\$36,614
Labor & Industrial Relations	627	\$39,968	589	\$42,202	567	\$48,442
Legislature	377	\$46,524	366	\$49,523	373	\$54,899
Mental Health	6,430	\$37,880	6,143	\$38,883	5,451	\$47,227
Natural Resources	1,387	\$42,242	1,342	\$43,507	1,321	\$46,459
Office of Administration	1,742	\$46,300	1,733	\$47,244	1,638	\$51,754
Public Safety	2,388	\$34,688	2,321	\$36,782	2,059	\$42,381
Revenue	1,257	\$34,564	1,225	\$35,555	1,153	\$37,829
Social Services	6,553	\$34,982	6,296	\$35,732	5,846	\$38,776
State Public Defender	567	\$47,278	591	\$53,532	596	\$55,347
TOTALS	41,132	\$37,400	39,600	\$39,044	36,031	\$44,026

Source: IT Report Active by Dept (SAMII no Hwy)

Department Name	FY21 Count	FY21*	FY22	FY23	FY24	FY25	Totals	%
Agriculture	326	50	2	7	6	11	76	23.31%
Commerce & Insurance	671	108	20	26	21	31	206	30.70%
Conservation	1,268	222	40	36	41	37	376	29.65%
Corrections	8,273	791	250	302	340	344	2,027	24.50%
Economic Development	234	24	9	10	5	9	57	24.36%
Elem. & Sec. Education	1,567	203	51	44	57	64	419	26.74%
Health	1,651	207	53	47	58	69	434	26.29%
Higher Education	322	49	14	11	9	13	96	29.81%
Judiciary	2,715	420	66	90	89	93	758	27.92%
Labor & Ind. Relations	567	93	14	21	24	20	172	30.34%
Legislature	373	62	7	8	10	10	97	26.01%
Mental Health	5,451	562	148	191	162	164	1,227	22.51%
Natural Resources	1,321	213	34	41	41	35	364	27.55%
Office of Administration	1,638	292	65	70	69	62	558	34.07%
Public Safety	2,059	189	38	47	62	61	397	19.28%
Revenue	1,153	133	34	28	27	26	248	21.51%
Social Services	5,846	660	171	191	191	194	1,407	24.07%
State Public Defender	596	61	11	9	12	11	104	17.45%
TOTALS	36,031	4,339*	1,027	1,179	1,224	1,254	9,023	25.04%

Retirement Eligibility: 9,023 active members employed at the beginning of FY21 will be eligible for normal retirement by June 30, 2025 (25.04%)

**Includes all members eligible to retire as of 6-30-2021; several of whom were previously eligible.*

Source: IT Report ACTELGAXLS

RETIRED

from active service

Average Age at Retirement of New Retirees

As of June 30 of each year

Department Name	FY17		FY19		FY21	
	Count	Average Age at Retirement	Count	Average Age at Retirement	Count	Average Age at Retirement
Agriculture	24	59.54	16	64.68	10	64.94
Commerce & Insurance	21	58.25	13	60.20	23	63.52
Conservation	46	59.94	38	58.62	60	60.08
Corrections	350	61.35	384	61.36	394	61.10
Economic Development	41	62.80	30	63.16	17	64.28
Elementary & Secondary Education	70	61.18	59	61.73	86	61.57
Health	66	61.04	72	61.87	66	62.24
Higher Education	3	57.47	4	59.97	9	59.52
Judiciary	84	61.93	136	62.01	105	62.82
Labor & Industrial Relations	35	62.02	30	61.74	20	63.83
Legislature	14	58.72	26	61.94	19	62.30
Mental Health	213	61.23	213	61.05	208	61.20
Natural Resources	53	60.08	53	61.43	41	62.57
Office of Administration	79	59.12	70	59.45	80	60.08
Public Safety	63	62.83	53	63.12	73	62.30
Revenue	51	59.39	40	59.10	34	59.67
Social Services	240	61.16	192	61.06	212	60.73
State Public Defender	21	61.79	5	62.25	11	62.66
TOTALS	1,474	61.05	1,434	61.30	1,468	61.39

Source: IT Report New Retired From Active (SAMII)

RETIRED

from active service

Average Years of Service of New Retirees

As of June 30 of each year

Department Name	FY17		FY19		FY21	
	Count	Average Years of Service	Count	Average Years of Service	Count	Average Years of Service
Agriculture	24	25.41	16	22.72	10	25.78
Commerce & Insurance	21	26.92	13	25.30	23	23.63
Conservation	46	27.13	38	27.79	60	28.57
Corrections	350	21.65	384	21.87	394	21.84
Economic Development	41	24.32	30	24.31	17	22.37
Elementary & Secondary Education	70	23.38	59	23.28	86	22.60
Health	66	22.96	72	22.78	66	21.88
Higher Education	3	26.64	4	23.52	9	20.61
Judiciary	84	24.68	136	25.87	105	23.79
Labor & Industrial Relations	35	28.14	30	24.42	20	22.05
Legislature	14	31.04	26	26.26	19	25.65
Mental Health	213	22.33	213	23.62	208	23.27
Natural Resources	53	26.43	53	23.93	41	25.02
Office of Administration	79	27.50	70	25.96	80	25.10
Public Safety	63	18.52	53	18.21	73	19.47
Revenue	51	28.86	40	27.96	34	26.24
Social Services	240	24.96	192	24.10	212	24.27
State Public Defender	21	24.07	5	16.90	11	30.67
TOTALS	1,474	23.87	1,434	23.59	1,468	23.28

Source: IT Report New Retired From Active (SAMII)

RETIRED

from active service

Final Average Pay at Retirement of New Retirees

As of June 30 of each year

	FY17		FY19		FY21	
Department Name	Average FAP*	Average FAP* Annualized	Average FAP*	Average FAP* Annualized	Average FAP*	Average FAP* Annualized
Agriculture	\$3,430	\$41,166	\$3,792	\$45,505	\$3,621	\$43,446
Insurance	\$4,432	\$53,190	\$5,760	\$69,126	\$4,912	\$58,943
Conservation	\$4,096	\$49,150	\$4,171	\$50,047	\$4,133	\$49,600
Corrections	\$3,027	\$36,327	\$3,068	\$36,811	\$3,240	\$38,885
Economic Development	\$3,820	\$45,840	\$3,680	\$44,162	\$3,752	\$45,026
Elementary & Secondary Education	\$3,181	\$38,167	\$3,365	\$40,386	\$3,234	\$38,806
Health	\$3,921	\$47,051	\$3,786	\$45,426	\$4,174	\$50,084
Higher Education	\$3,367	\$40,401	\$3,291	\$39,497	\$3,904	\$46,843
Judiciary	\$3,021	\$36,248	\$3,383	\$40,598	\$3,253	\$39,031
Labor & Industrial Relations	\$3,824	\$45,888	\$3,920	\$47,035	\$3,871	\$46,453
Legislature	\$3,288	\$39,459	\$3,345	\$40,138	\$4,659	\$55,903
Mental Health	\$3,488	\$41,856	\$3,465	\$41,582	\$4,137	\$49,643
Natural Resources	\$3,963	\$47,555	\$3,862	\$46,343	\$3,957	\$47,489
Office of Administration	\$4,000	\$48,005	\$4,060	\$48,717	\$4,071	\$48,854
Public Safety	\$3,063	\$36,750	\$3,403	\$40,841	\$3,590	\$43,077
Revenue	\$3,682	\$44,183	\$3,351	\$40,209	\$3,130	\$37,561
Social Services	\$3,108	\$37,296	\$3,043	\$36,511	\$3,187	\$38,243
State Public Defender	\$4,758	\$57,098	\$4,616	\$55,397	\$6,083	\$73,001
TOTALS	\$3,393	\$40,716	\$3,403	\$40,836	\$3,606	\$43,269

**This is the average of all new retirees' final average pay (FAP). FAP is defined as the average of the employee's highest 36 full consecutive months of compensation. It is one part of the three-part formula used for calculating retirement benefits: $FAP \times Multiplier \times Credited Service = Monthly Benefit$.*

Source: IT Report New Retired From Active (SAMII)

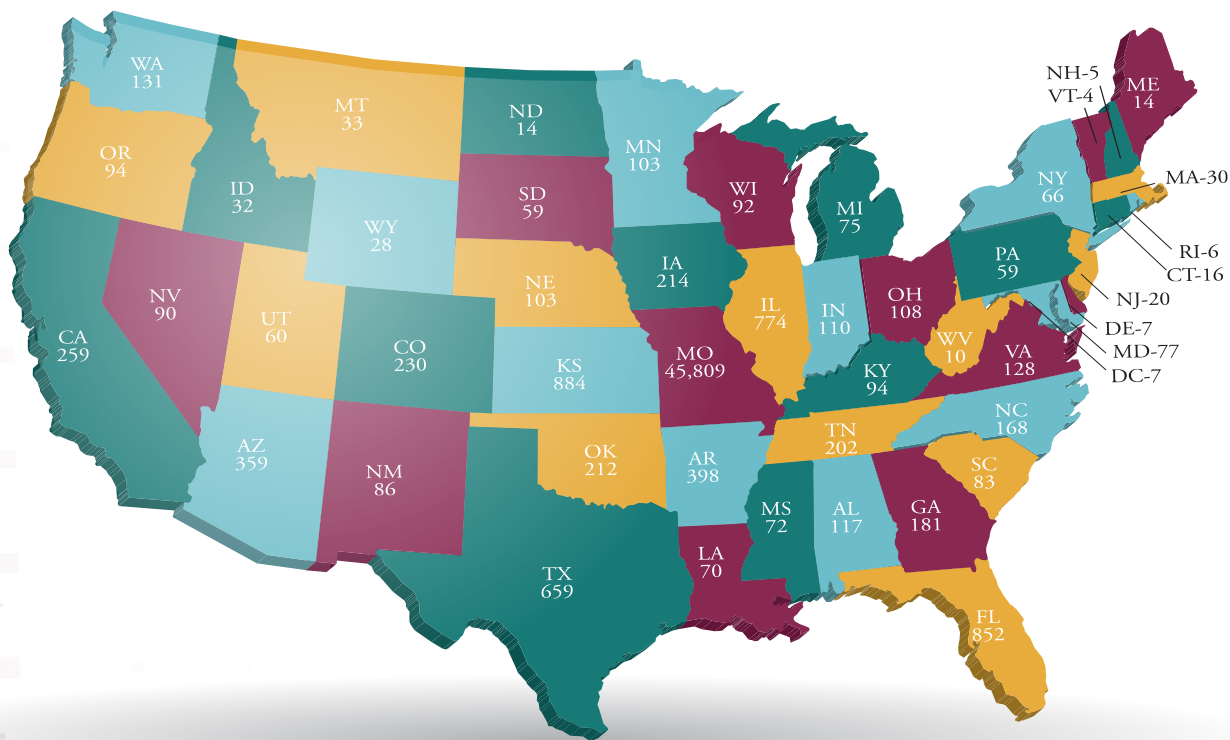
Department Name	FY17 Average Annual Benefit	FY19 Average Annual Benefit	FY21 Average Annual Benefit
Agriculture	\$22,180	\$16,173	\$20,178
Commerce & Insurance	\$29,146	\$35,875	\$28,097
Conservation	\$27,006	\$29,045	\$27,030
Corrections	\$15,152	\$15,827	\$16,739
Economic Development	\$20,916	\$20,319	\$16,939
Elementary & Secondary Education	\$16,501	\$18,429	\$17,346
Health	\$20,428	\$19,622	\$19,957
Higher Education	\$24,445	\$20,607	\$19,033
Judiciary	\$18,003	\$20,075	\$18,106
Labor & Industrial Relations	\$25,251	\$22,113	\$19,904
Legislature	\$25,715	\$20,596	\$28,159
Mental Health	\$18,152	\$18,998	\$22,211
Natural Resources	\$25,554	\$21,057	\$22,423
Office of Administration	\$26,225	\$25,543	\$25,488
Public Safety	\$12,318	\$14,739	\$15,962
Revenue	\$26,209	\$23,022	\$20,240
Social Services	\$18,603	\$17,682	\$19,088
State Public Defender	\$27,312	\$17,293	\$43,395
TOTALS	\$19,216	\$18,941	\$19,839

Source: IT Report New Retired From Active (SAMII)

SUMMARY

Benefit Recipients by Location

As of June 30, 2021



Outside of the Continental U.S.

Location	Count	Location	Count	Location	Count
Alaska	18	Germany	1	Northern Mariana Islands	1
Hawaii	14	Guam	1	Philippines	1
Army Post Office	1	Hong Kong	1	Puerto Rico	2
Argentina	1	India	1	Spain	1
Australia	2	Ireland	2	Sweden	1
Brazil	1	Israel	1	Thailand	1
Canada	12	Italy	2	The Netherlands	2
Costa Rica	1	Latvia	1	United Kingdom	5
Czech Republic	1	Mexico	1	Virgin Islands	2
Ecuador	1	Marshall Islands	1		

The information on pages 12-15 includes all MOSERS members, unless indicated otherwise.

- **Nearly 90% of MOSERS retirees and their dependents remain in Missouri.** *Source: PDSH002 IT Report July 2021*
- **More than \$786 Million in MOSERS pension benefits goes to Missouri residents annually,** (excluding Back-DROP). *Source: 2021 Economic Impact Reports*

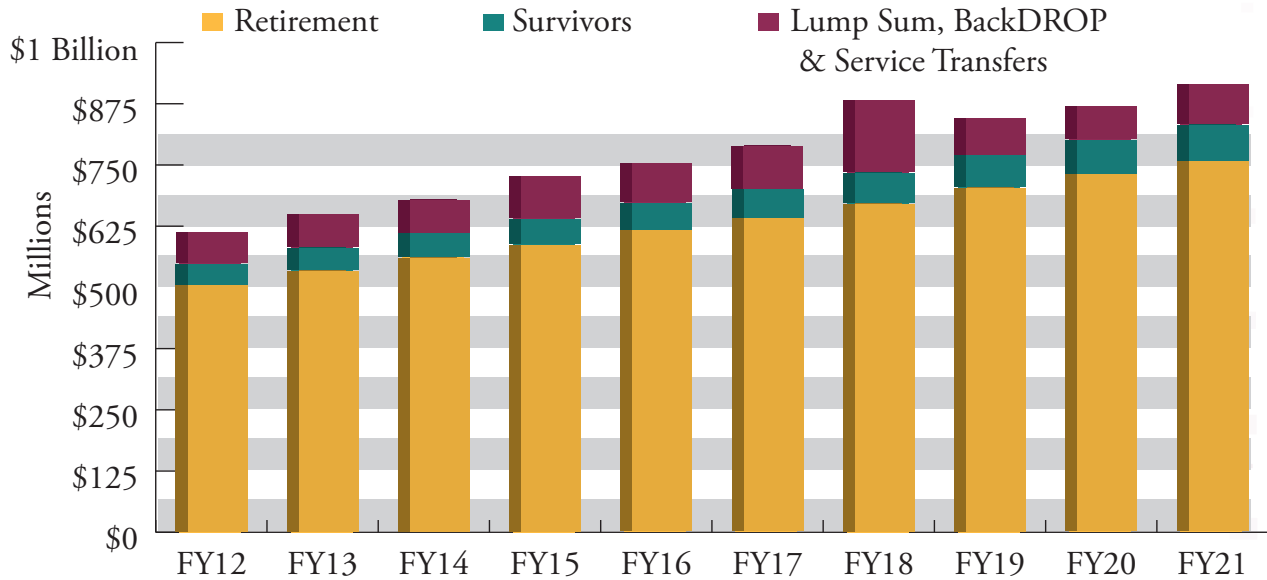
Source: FY21 Annual Report p. 128

SUMMARY

Benefit Payments and Refunds

As of June 30 of each year

MSEP / MSEP 2000 / MSEP 2011 Benefit Payment Totals



Source: FY 21 Annual Report p. 122

Refunds of Contributions

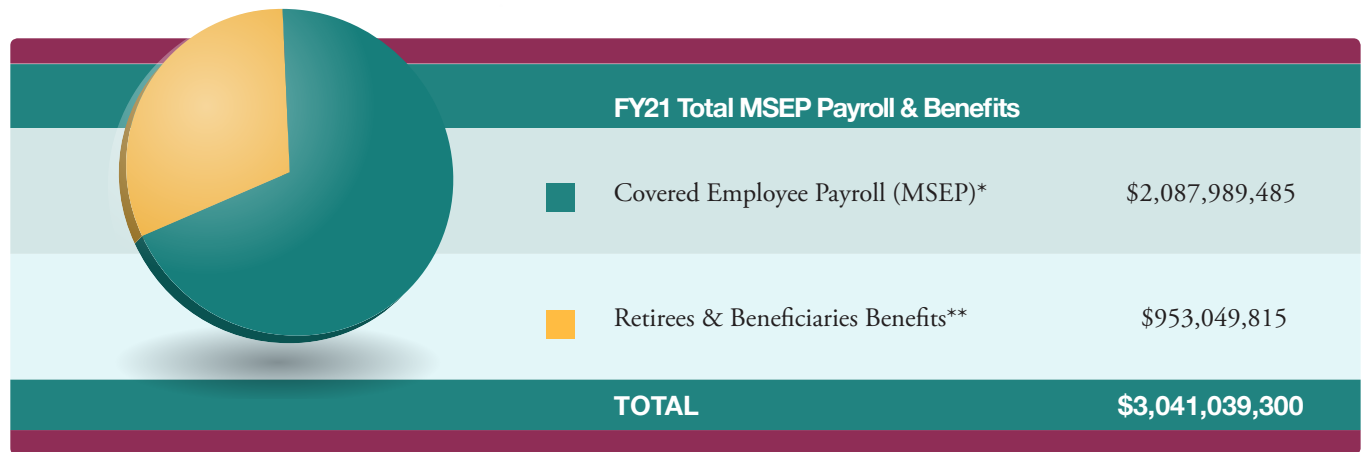


Source: FY21 Annual Report p. 122

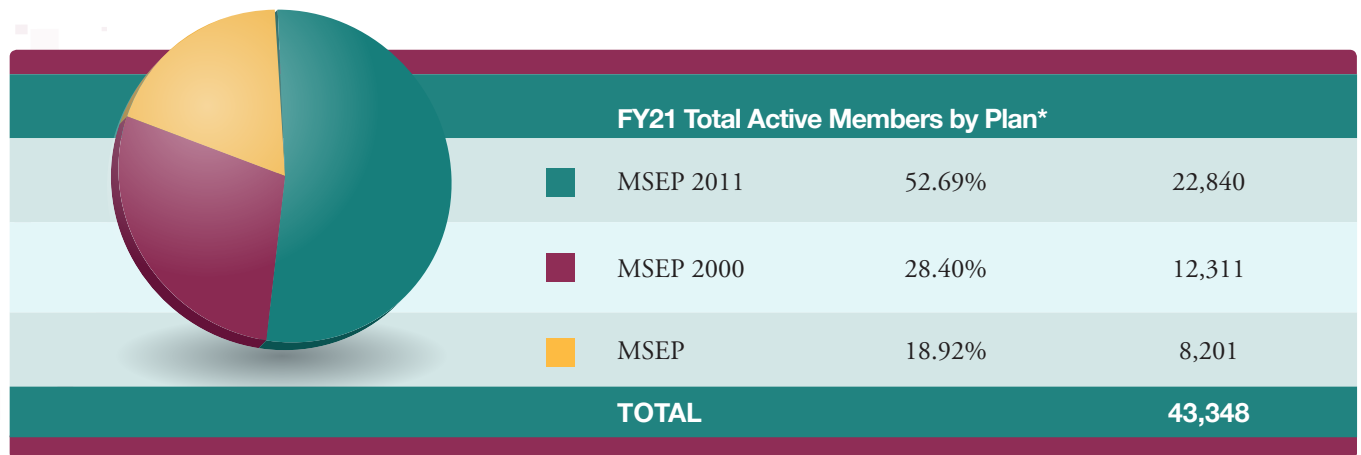
SUMMARY

Plan Information

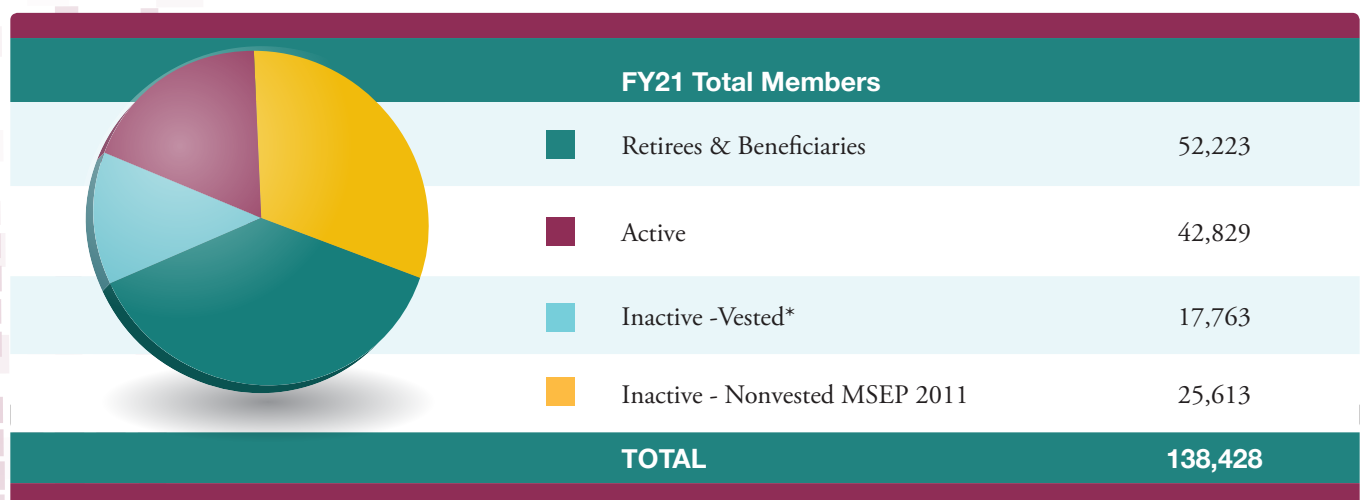
As of June 30, 2021



**Includes ALL MSEP, MSEP 2000 & MSEP 2011, and Judicial plan members..
Source: FY21 Annual Report p. 21 and p.43*



**Excludes Judicial Plan. Source: IT Report, Active Counts by Plan 6/30/2021*



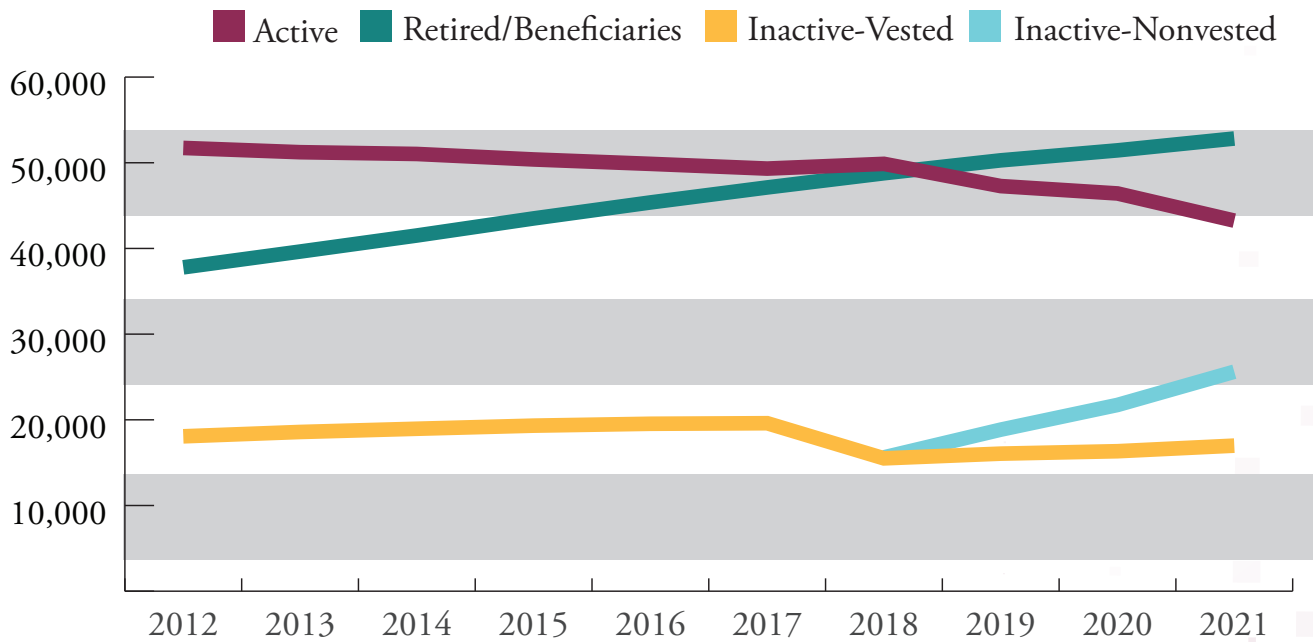
Source: FY21 Annual Report p.25

** Includes 191 members on leave of absence and 613 members on long-term disability. Excludes Judicial Plan.*

SUMMARY

10-Year Membership Trend

All MOSERS Plans as of June 30 of each year.



FY	Active*	Retired/Beneficiaries	Inactive-Vested*	Inactive-Nonvested**	Totals
2012	51,730	37,796	18,075	-	107,601
2013	51,233	39,636	18,581	-	109,450
2014	51,026	41,511	18,957	-	111,494
2015	50,385	43,503	19,319	-	113,207
2016	49,872	45,368	19,538	-	114,778
2017	49,320	47,119	19,603	-	116,042
2018	49,872	48,776	15,502	15,619	128,118
2019	47,278	50,281	16,052	18,852	132,463
2020	46,417	51,447	16,335	21,735	135,934
2021	43,247	52,830	16,986	25,613	138,676

* Excludes members on leave of absence and long-term disability. Includes Judicial Plan.

** Inactive-nonvested members of MSEP 2011 who have not requested a refund of their contributions are included in the membership data

Source: FY21 Annual Report p.127

NOTES

[illegible]



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